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Administration of justice at the United Nations

Programme budget for the biennium 2006-2007

Report of the Redesign Panel on the United Nations system of administration of justice

Report of the Secretary-General

Revised estimates relating to the programme budget for the biennium 2006-2007 and the proposed programme budget for the biennium 2008-2009 pursuant to General Assembly resolution 61/261

Summary

As requested by the General Assembly in its resolution 61/261, the Secretary-General hereby submits his proposals on the resources required for the implementation of that resolution.

The additional resources for the bienniums 2006-2007 and 2008-2009 are requested to ensure that the current system of administration of justice functions properly and to provide for clearance of the existing backlog at all stages of the system. The additional resources for the biennium 2006-2007 are estimated at $1.9 million, with a further $6.8 million required for the proposed programme budget for the biennium 2008-2009.

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I. Introduction

1. In its resolution 61/261, the General Assembly welcomed the report of the Redesign Panel on the United Nations system of administration of justice (A/61/205) and the related note of the Secretary-General (A/61/758) and decided, in principle, to establish a new, independent, transparent, professionalized, adequately resourced and decentralized system of administration of justice. The new system is to be implemented by no later than January 2009. The General Assembly has submitted multiple requests for additional information to be provided by the Secretary-General for consideration at the main part of its sixty-second session. The additional information includes a comprehensive request for resource requirements for the new system. In addition, and as a matter of priority, the General Assembly also requested the Secretary-General to submit a report on the resources required for the implementation of resolution 61/261 for consideration at the second part of its resumed sixty-first session. The present report is submitted in response to that request.

II. Areas covered in the present report

2. The present report specifically addresses the requirements arising from paragraphs 30 and 31 of resolution 61/261, in which Member States urged the Secretary-General to continue his efforts to ensure the proper functioning of the current system to comply with the time limits of the existing appeals process and to clear the existing backlog of cases at all stages. Furthermore, in paragraph 13 of resolution 61/261, the General Assembly specifically requested the Secretary-General to identify three posts for the Office of the Ombudsman for Geneva, Vienna and Nairobi, and paragraph 1*c* reflects the Assembly's decision to formally establish a new Mediation Division within the Office of the Ombudsman.

3. In addition, the Secretary-General is proposing an interim arrangement for the specific purpose of ensuring that the necessary preparatory work and steps are properly undertaken in advance of the new system becoming operational.

III. Clearing of backlog and pending cases before January 2009

4. The full introduction of the new system by January 2009 will impose increased pressures at all stages of the existing system to handle expeditiously the current caseload and the backlog of cases. Therefore, the present report includes modest requests for supplementary resources in the Administrative Law Unit, where requests for review, appeals and disciplinary cases are first filed; in the secretariats of the Joint Appeals Board and the Joint Disciplinary Committees, both in New York and away from Headquarters; in the Executive Office of the Secretary-General, pertaining to the formulation of decisions on appeal; and at the final stage, in the Secretariat of the United Nations Administrative Tribunal. In addition, it is recognized that workload increases at all those stages in the interim period will impose a commensurate increased burden on the Panel of Counsel and the related office that supports it.

5. Furthermore, prior experience indicates that the provision of supplementary (temporary) resources for one or two stages in the system does have a positive impact on the numbers of cases handled and the size of the backlog at that particular stage. However, it also has the effect of exacerbating backlogs and bottlenecks at subsequent stages for which a commensurate level of supplementary assistance was not received. This appears to be the principal reason for the increasing backlog at the level of the United Nations Administrative Tribunal. Therefore, the requests contained in the present report are based on the existing system, from start to finish, and addresses both the need to increase output at all levels and backlogs wherever they occur. The request for resources is also based on an assessment of underlying caseload statistics and the impact of previous efforts to reduce or eliminate backlogs.

6. The question of transition to the new system and the need for cut-off and/or transitional measures still requires further development. As indicated by the Redesign Panel itself, the statute establishing the United Nations Dispute Tribunal will need to address this matter in some detail. The Panel indicated that the Joint Appeals Boards and Joint Disciplinary Committees could proceed with all matters that are current and all those that are filed until the introduction of the new system, but that matters not disposed of by then should be transferred to the Dispute Tribunal to be determined in accordance with the pleadings as filed and such further pleadings as may be directed. Furthermore, a decision will need to be taken on whether the United Nations Appeals Tribunal will take over the body of unresolved cases before the existing United Nations Administrative Tribunal in December 2008. An alternative would be for the new Appeals Tribunal and the existing Administrative Tribunal to function in parallel for a prescribed period of time, until such time as all cases arising from the existing system have been properly disposed of. Such policy proposals will require close consultation with interested parties, including the staff, and will be further outlined in the supplementary material requested by the General Assembly for consideration at its sixty-second session.

A. Panel of Counsel

7. Support for the Panel of Counsel would be strengthened as part of the overall efforts to comply with the time limits of the appeals process and to clear the existing backlog of cases.

8. At present, the New York Office has one extrabudgetary Professional post, which provides for a Legal Officer at the P-2 level, with administrative and technical support provided by one General Service (Other level) post from the regular budget. In addition to those two posts, the peacekeeping support account provides general temporary assistance resources (equivalent to a P-4 position).

9. The approximately 100 cases that are currently in the pipeline would require action during the transitional period. A further 375 new cases are anticipated to arise during 2008. Taking into account this workload, the existing level of staffing resources would need to be strengthened through additional resources as follows:

(a) General temporary assistance provisions equivalent to the services of a P-4 position for 6 work-months in 2007 ($81,500) and 12 work-months in 2008 ($162,900);

(b) Related operational costs associated with the above positions for general operating expenses, supplies and equipment for 2007 ($4,700) and for 2008 ($3,100).

10. Therefore, adoption of the above proposals would entail additional resources for support to the Panel of Counsel in the amounts of $86,200 and $166,000 under section 28A, Office of the Under-Secretary-General for Management, of the programme budget for the biennium 2006-2007 and the proposed programme budget for 2008-2009, respectively.

B. Joint Appeals Board and Joint Disciplinary Committee secretariat

Headquarters

11. The secretariat of the Joint Appeals Board and Joint Disciplinary Committee at Headquarters would be strengthened as part of the overall efforts to comply with the time limits of the appeals process and to clear the existing backlog of cases.

12. The secretariat currently has six regular budget posts (2 at the P-5 level, 1 at the P-4 level and 3 General Service (Other level)) and one additional P-3 post funded through extrabudgetary resources. General temporary assistance resources are provided under both the regular budget and the peacekeeping support account towards addressing the flow of cases through a flexible and cost-effective use of resources during peak workload periods.

13. At present, approximately 111 cases and 29 cases are pending at different phases of proceedings of the Joint Appeals Board and the Joint Disciplinary Committee, respectively, and would require action during the transitional period. In view of the large number of pending cases and taking into account the anticipated caseload for 2008 based on trends experienced to date, the existing level of staffing resources would need to be strengthened as follows:

(a) General temporary assistance provisions equivalent to the services of one P-3 and one General Service (Other level) positions each for 6 work-months in 2007 ($103,600) and 12 work-months in 2008 ($194,700);

(b) Related operational costs associated with the above positions for general operating expenses, supplies and equipment for 2007 ($6,600) and for 2008 ($6,200).

14. The adoption of the above proposals would entail additional resources for support to the Headquarters Joint Appeals Board and Joint Disciplinary Committee in the amounts of $110,200 and $200,900 under section 28A, Office of the Under-Secretary-General for Management, of the programme budget for the biennium 2006-2007 and the proposed programme budget for 2008-2009, respectively.

Table 1
Caseload of the United Nations Office at Geneva

	Joint Appeals Board			*Joint Disciplinary Committee*		
Year	*Carried over from prior year*	*New*	*Completed*	*Carried over from prior year*	*New*	*Completed*
2004	35	34	35	3	4	4
2005	33	24	26	18	19	4
2006	33	27	27	13	8	13

15. The average number of appeals, suspensions of action and reviews received and processed by the Joint Appeals Board and Joint Disciplinary Committee of the United Nations Office at Geneva is reflected in the workload statistics in table 1. In 2006, the number of appeals and suspensions of actions filed was equal to the number of cases the unit that services the Joint Appeals Board and Joint Disciplinary Committee was able to dispose of within the staffing complement (2 posts funded from the regular budget and 3 posts funded from extrabudgetary resources), and therefore the backlog did not increase. However, to enable the backlog of cases to be cleared while the unit continues to work on new cases, it would be necessary to provide supplementary resources.

16. In order for the Joint Appeals Board and Joint Disciplinary Committee secretariat in the United Nations Office at Geneva to manage the backlog of cases and process them through the current system, it is proposed that additional resources be made available to the secretariat as follows:

(a) One P-3 position to prepare the caseload, assist the secretariat and perform other functions, as necessary, funded from general temporary assistance for 6 work-months in 2007 ($68,900) and 12 work-months in 2008 ($139,000);

(b) Related operational costs associated with the above positions for general operating expenses, supplies and equipment in 2007 ($10,000) and in 2008 ($4,900).

17. The adoption of the above proposals would entail additional resources for support to the Joint Appeals Board and Joint Disciplinary Committee of the United Nations Office at Geneva in the amounts of $78,900 and $143,900 under section 28E, Administration, Geneva, of the programme budget for the biennium 2006-2007 and the proposed programme budget for 2008-2009, respectively.

C. Administrative Law Unit

Table 2
Caseload of the Administrative Law Unit

		Appeal cases			*Disciplinary cases*		
	Review cases	*Carried over from prior year*	*New*	*Completed*	*Carried over from prior year*	*New*	*Completed*
2006	142	31	68	78	51	72	66
2007	145	21	70	78	57	75	66
2008	145	13	70	83	66	75	141

18. The average number of cases for review and cases received and processed by the Administrative Law Unit is reflected in the table above. In 2006 and 2007, the Unit was generally able to comply with the time limit for the submission of respondents' replies to appeals within its staffing complement (5 posts funded from the regular budget and 3 posts funded from the peacekeeping support account). In addition, resources for general temporary assistance ($90,000 from the regular budget and $200,000 from the peacekeeping support account) have been used to reduce the backlog of respondents' replies to appeals and to decrease the time taken in the processing of disciplinary cases.

19. The transitional measures set out in resolution 61/261 would require that the processing of appeals and disciplinary cases be done in a timely manner. With respect to the time taken to process disciplinary cases, many are not completed in the same year that they are received in the Administrative Law Unit, and approximately 50 disciplinary cases are carried over from one year to the next. In this respect, additional resources would be required by the Unit to ensure that cases received in the latter part of 2007 and in 2008 are completed by 31 December 2008. Transitional measures would also require additional resources in order to respond in writing to all requests for administrative review received during the transition period. Taking into account this workload, the existing level of staffing resources would need to be strengthened through additional resources as follows:

(a) General temporary assistance provisions to reduce the backlog of appeals and disciplinary cases equivalent to the services of one P-4 for 6 work-months in 2007 ($86,000) and 12 work-months in 2008 ($176,000);

(b) General temporary assistance provisions to reduce the backlog of appeals and disciplinary cases equivalent to the services of one P-3 for 6 work-months in 2008 ($72,000);

(c) Related operational costs associated with the above positions for general operating expenses, supplies and equipment for 2007 ($3,700) and for 2008 ($5,000).

20. The adoption of the above proposals would entail additional resources for support to the Administrative Law Unit in the amounts of $89,700 and $253,000 under section 28C, Office of Human Resources Management, of the programme budget for the biennium 2006-2007 and the proposed programme budget for 2008-2009, respectively.

D. Executive Office of the Secretary-General

21. The Office of the Under-Secretary-General for Management presently reviews all reports of the Joint Appeals Boards and makes recommendations to the Under-Secretary-General for Management on the disposal of cases on behalf of the Secretary-General.

22. In its resolution 59/283, the General Assembly decided that measures should be taken to eliminate the appearance of a conflict of interest and, to that end, requested the Secretary-General to proceed with the transfer of responsibility for formulating decisions on appeals from the Office of the Under-Secretary-General for Management to the Executive Office of the Secretary-General. In its resolution 61/261, the General Assembly urged the Secretary-General to continue his efforts to ensure the functioning of the current system of administration of justice prior to implementation of the new system, including through the implementation of resolution 59/283.

23. Accordingly, it is intended that the responsibilities for review of all reports of the Joint Appeals Boards and formulation of decisions on appeals, which are currently performed by a Senior Legal Adviser (a P-5 post funded from the regular budget), and supported by a P-4 and a General Service post funded from the peacekeeping support account, will be transferred from the Office of the Under-Secretary-General for Management to the Executive Office of the Secretary-General with effect from 1 January 2008. This arrangement is also reflected in the proposed programme budget for the biennium 2008-2009.

24. There is currently a backlog of cases for review within the Office of the Under-Secretary-General for Management. It is anticipated that at the time the review function is transferred to the Executive Office of the Secretary-General, the backlog will have increased even further as a result of the additional resources allocated to the Joint Appeals Board secretariat and the Administrative Law Unit to clear their existing backlog of cases as requested by the General Assembly in its resolution 61/261.

25. As such, it is estimated that additional resource requirements in the amount of $167,200 under general temporary assistance for a P-4 position for a period of 12 work-months would be needed for the Executive Office of the Secretary-General to cope with the additional cases received from the Joint Appeals Boards for the duration of 2008. The additional resources would need to be supplemented with the related operational costs associated with the above positions for general operating expenses, supplies and equipment in the amount of $5,900. No additional resources are required for 2007.

E. United Nations Administrative Tribunal secretariat

26. The United Nations Administrative Tribunal is the independent organ responsible for resolving employment-related disputes between United Nations staff and the Organization. It is currently the highest appellate body in the internal system of administration of justice of the Organization and is the only body that issues binding judgements that are final and without appeal. The Tribunal is composed of seven members who hear cases in panels of three, and renders approximately

60 judgements per year. The Tribunal holds 2 five-week sessions a year, one in New York and one in Geneva.

27. Prior to filing an application with the United Nations Administrative Tribunal, a staff member must exhaust all internal remedies, that is, the staff member must first have the case heard by a joint review body, such as the Joint Appeals Board or the Joint Disciplinary Committee.

28. Table 3 reflects the actual number of applications filed, cases disposed of and the outstanding cases to be dealt with in the following year by the United Nations Administrative Tribunal for the period between 2002 and 2006. Projected figures are provided for 2007 onwards.

Table 3
Caseload of the United Nations Administrative Tribunal

	2002	*2003*	*2004*	*2005*	*2006*	*2007*	*2008*	*2009*
Applications filed	45	61	69	71	62	70	100	0
Cases disposed of	70	66	65	62	37	65	135	100
Outgoing balance	98	92	96	105	130	135	100	0

29. For 2007, the assumption is that applications would continue to be filed, and the projected numbers of cases are based on patterns experienced in previous years. The Tribunal has indicated its intention to dispose of its normal workload during its regularly scheduled sessions in the summer and fall. Therefore, no additional resources are being sought for 2007.

30. With respect to 2008, it is estimated that there will be approximately 100 applications filed which would need to be dealt with in 2009. Additional resources may be sought if the resources currently proposed for 2009 are deemed insufficient. It is likely that the number of applications filed in 2008 will exceed statistical averages, as the increase in output by the Joint Appeals Board and Joint Disciplinary Committee will result in increased input at the level of the Administrative Tribunal.

31. Over the past five years, the Tribunal has disposed of an average of 60 cases per year, that is, about 30 cases per session. The members of the Tribunal are currently not remunerated. However, if the members were remunerated for preparing their cases in advance of the session, the number of cases disposed of could be substantially increased. Taking as an example the International Labour Organization (ILO) Tribunal (see the note by the Secretary-General on compensation for officials other than Secretariat officials: members of the United Nations Administrative Tribunal (A/C.5/59/12)), we suggest that each member receive $1,000 per judgement drafted and $250 per judgement signed (2 members need to sign). Accordingly, a five-week session, which currently disposes of approximately 30 cases, could dispose of 50 cases. This would translate to 100 cases during the two sessions scheduled for 2008. With respect to the balance of 35 cases, an additional session of three weeks' duration in New York would suffice. For the proposed programme budget for 2008-2009, the current provision of $1,827,400 (before recosting) would provide for the travel and daily subsistence allowance of the members of the Tribunal to attend 4 five-week sessions, and posts and the

related operational costs associated with the United Nations Administrative Tribunal secretariat.

32. The additional resources required to dispose of the 135 cases on an accelerated basis are as follows:

(a) The cost of a three-week session — travel and daily subsistence allowance of Tribunal members — would amount to $99,000;

(b) Remuneration to the members for 135 cases at $1,500 per case would amount to $202,500.

33. As the members of the Tribunal are not full-time appointees and have other obligations, the scheduling of the additional session would be subject to their availability. However, providing the members with an incentive to complete the large number of additional cases would be cost-effective when compared to the cost of holding three additional sessions (2 five-week ($294,900) and 1 three-week ($99,000)) without remuneration, which would otherwise be required to dispose of the extra 75 cases. Moreover, as it would be very difficult to schedule three extra sessions in addition to the two regular sessions in 2008, it is likely that some cases would be deferred to the following year.

34. Furthermore, in order to manage such a vastly increased workload, the secretariat would need to be strengthened. Currently, the secretariat staffing complement of the Administrative Tribunal comprises four posts (1 P-5, 1 P-3 and 2 General Service (Other level)) and one position at the P-2 level funded from general temporary assistance. In addition to the registry functions, the existing Professional staff now prepares the entire caseload prior to the sessions, acts as counsel to the Tribunal during the sessions and performs all the required editorial functions in English and French before publication of the judgements. In order for the secretariat of the Tribunal to be able to manage the substantial increase in the workload, it is proposed that additional resources be made available to the secretariat for the duration of 2008 as follows:

(a) Five positions (1 P-3, 2 P-2 Legal Officers and 2 General Service (Other level)) to prepare the caseload, assist the Tribunal and perform registry functions, as necessary, funded from general temporary assistance for 12 months ($512,600);

(b) The related operational costs associated with the above positions for general operating expenses, supplies and equipment ($29,500).

35. The success of this ambitious workplan depends on the full cooperation of all parties concerned. The secretariat of the Administrative Tribunal is confident it can fulfil the mandate of the General Assembly to complete the backlog, providing that appropriate resources are allocated. However, it is essential to note that this workplan was discussed only with the President of the Tribunal and requires approval by the Tribunal as a whole in a plenary meeting, the next opportunity for which will be at its forthcoming summer session in Geneva. Accordingly, the Tribunal may decide to submit further comments on the proposed workplan.

F. General Assembly and Economic and Social Council affairs and conference management

36. In response to the General Assembly's request for the implementation of resolution 61/261, the Department for General Assembly and Conference Management will conduct, as a time-bound project with a deadline of 31 December 2008 for issuance of Administrative Tribunal cases in the English and French languages, the editing, translation and text processing services of cases processed by the Tribunal during the period from 1 July 2007 through 31 December 2008. On the basis of past workload statistics, the Department has issued on average 60 cases per year on the basis of services provided when capacity is available. In this regard, in order to ensure completion of the editing, translation and text processing for the projected number of cases in 2007 (65) and 2008 (135) by 31 December 2008, the permanent capacity of the Department would need to be supplemented with non-recurrent temporary assistance resources estimated in the amount of $425,700 for the biennium 2006-2007 and $884,100 for the biennium 2008-2009.

37. Total requirements necessary to clear the backlog of cases in the Administrative Tribunal for the biennium 2006-2007 are $425,700 under section 2, General Assembly and Economic and Social Council affairs and conference management. For the biennium 2008-2009, resource requirements are estimated at $1,727,700 comprising $843,600 under section 1, Overall policymaking, direction and coordination, and $884,100 under section 2, General Assembly and Economic and Social Council affairs and conference management.

IV. Resource requirements for the Office of the Ombudsman arising out of General Assembly resolution 61/261

A. Posts for Geneva, Vienna and Nairobi

38. The Redesign Panel on the United Nations system of administration of justice, established by the Secretary-General pursuant to General Assembly resolution 59/283, recognized that the Office of the Ombudsman holds the most promise as a viable and integrated alternative institution for dispute resolution, recommended the strengthening of the Office through the establishment of five regional branches.

39. In its resolution 61/261, the General Assembly decided to create a single integrated and decentralized office of the Ombudsman for the Secretariat and the United Nations funds and programmes and to establish a Mediation Division in the Office of the Ombudsman at Headquarters.

40. The General Assembly also requested the Secretary-General to identify three posts for the Office of the Ombudsman in Geneva, Vienna and Nairobi. The resource requirements identified in connection with the proposals arising from resolution 61/261 are set forth in paragraph 43 below. Within this context, it should be noted that in the report of the Secretary-General on the revised estimates to the proposed programme budget for the biennium 2006-2007 under sections 1, 8, 28 A, 35 and income section 1 (A/60/303), a request was made for the establishment of three Ombudsman branch offices. Subsequently, in paragraph 8 of its resolution 60/246, the General Assembly requested the Secretary-General to identify available posts to provide for the new posts requested. To date, such efforts have not been successful.

41. In the light of General Assembly resolution 61/261, it is proposed that the three regional Ombudsmen assist the United Nations Ombudsman in carrying out his or her functions as set out in the Secretary-General's bulletin of 15 October 2002 (ST/SGB/2002/12) by providing an independent and neutral forum for the informal resolution of conflicts for United Nations staff members and related personnel in their regional offices. This arrangement would provide timely access for staff to the services of the Office of the Ombudsman. National staff are presently underrepresented for various reasons.

42. The regional Ombudsmen in Geneva, Nairobi and Vienna will provide the services of the Office to staff members of those United Nations Offices. As circumstances dictate, the branch offices will cover staff from existing and emerging peacekeeping missions in the respective regions in addition to serving the new staff constituencies that will emerge from the provision of services to the United Nations Development Programme, United Nations Population Fund, United Nations Children's Fund and United Nations Office for Project Services by the regional Ombudsmen.

43. It is proposed to establish two D-1 posts (1 each in Geneva and Nairobi) and a P-5 post in Vienna to head the respective branch offices, supported by an Administrative Assistant to provide administrative support, with effect from 1 July 2007. The overall resource requirement of $1,501,800 ($223,800 for the biennium 2006-2007 and $1,278,000 for the biennium 2008-2009) would provide for the establishment of the aforementioned six posts and the related operational costs for general operating expenses, supplies and equipment.

B. Mediation

44. The General Assembly, in its resolution 61/261, also decided to formally establish a Mediation Division within the Office of the Ombudsman to provide formal mediation services for the Secretariat, and United Nations funds and programmes. The Division would bring in the existing informal mediation in the Secretariat within the auspices of the Office of the Ombudsman, while also establishing formal mediation as an option available to staff members.

45. As per paragraph 55 of the Report of the Redesign Panel on the United Nations system of administration of justice (A/61/205), the Division would comprise a coordinating mediator at the D-1 level and two full-time senior mediators at the P-5 level. The Chief Mediator will have overall responsibility for the mediation services to be provided by the new division. The Chief Mediator will take overall responsibility for the mediation agreements that are reached by the parties, ensuring true agreement and the adherence to principles and understood best practices of meditation. The two senior mediators, with certified training in that field, will support the Chief Mediator by conducting the mediation and drafting the agreements of the parties. Two Administrative Assistants (General Service (Other level)) will also be required to provide administrative support for the Mediation Division, which will be particularly needed in the start-up phase of the division.

46. The above-mentioned five posts (1 D-1, 2 P-5 and 2 General Service (Other level)) would be established effective 1 July 2007. Resources in the amount of $410,500 would be required for the biennium 2006-2007, with a further $811,000 requested for the biennium 2008-2009 to fund the posts. Additional resources for the

biennium 2008-2009 would be required to provide training in mediation for the staff of the Office ($40,000) as well as the related operational costs associated with the aforementioned positions for general operating expenses, supplies and equipment ($49,000).

V. Resource requirements to facilitate the smooth and timely implementation of the new system

47. The management and structural implications for the full implementation of the new system of internal justice are significant. The key elements are as follows:

(a) The creation of a stand-alone Office for the Administration of Justice, with appropriate staffing, terms of reference and associated bulletins and administrative instructions;

(b) The establishment of a modern registry for the United Nations Disputes Tribunal and the United Nations Appeals Tribunal, along with appropriate staffing and technical requirements, explicit responsibilities, terms of reference, associated bulletins and administrative instructions;

(c) Significant strengthening of the Ombudsman's office, with a broader mandate and set of responsibilities, additional staffing and organizational arrangements and an integrated, yet decentralized, structure;

(d) A renamed and significantly enhanced Panel of Counsel, with additional staffing requirements.

48. In addition, work will be required to amend the Staff Regulations and Rules and to draft the proposed Statutes for the two new Tribunals. Much of the work will be completed from within existing resources within the Office of Human Resources Management and the Office of Legal Affairs. However, for the successful and timely implementation of the new system, it would be essential during the 12 months prior to its introduction (January 2009) that an interim position of Director (for the fledgling Office for the Administration of Justice) be established.

49. The incumbent of the Director post, who would need to be relatively senior, would provide the necessary project leadership and act as principal interlocutor with Member States, senior management and staff on all aspects of the new system. Based on best practice examples in other organizations of comparable size and complexity, this type of change management function is critical when fundamental change is introduced in an organization. Given that this is the first major overhaul in the internal justice system since the inception of the Organization, it is clear that the challenges of moving from the existing system to the new one will be significant. A clear, rigorous implementation strategy, which includes a strong communications, outreach and training component, will be required.

50. The above proposal would require the establishment of three positions (1 D-2, 1 P-3 and 1 General Service (Other level)) to be funded from general temporary assistance in the amount of $451,200 for the duration of 2008. The incumbents of the P-3 and General Service positions would assist and support the Director in achieving the objectives outlined above. In addition, related operational costs associated with the aforementioned positions for general operating expenses, supplies and equipment would need to be provided in the amount of $17,700.

VI. Office of Central Support Services

51. Adoption of the above proposals would entail additional resources under section 28D, Office of Central Support Services, for general operating expenses related to the proposed posts and general temporary assistance positions at New York for the various sections of the budget for: (a) rental and maintenance of premises; and (b) the one-time provision for the alteration of office space, estimated at $108,500 and $587,400 for the bienniums 2006-2007 and 2008-2009, respectively.

52. In addition, there would be requirements under section 28D for the one-time provision for office furniture of $28,700 and $101,700 for the bienniums 2006-2007 and 2008-2009, respectively.

VII. Revised estimates by section of the programme budget for 2006-2007 and the proposed programme budget 2008-2009

53. The requirements proposed in the present report would result in revised estimates relating to the programme budget for the biennium 2006-2007 and the proposed programme budget for 2008-2009 as shown in tables 4 to 8 below:

Table 4
Requirements by section for 2006-2007

	Resources (thousands of United States dollars)			*Posts*		
		as at 1 July 2007			*as at 1 July 2007*	
Component	*2006-2007 revised appropriation*	*Changes in the present report*	*Total*	*2006-2007 revised appropriation*	*Change in the present report*	*Total*
1. Overall policymaking, direction and coordination	77 003.7	634.3	77 638.0	166	11	177
2. General Assembly and Economic and Social Council affairs and conference management	602 512.5	425.7	602 938.2	1 899	—	1 899
28A. Office of the Under-Secretary-General for Management	19 959.1	196.4	20 155.5	50	—	50
28C. Office of Human Resources Management	67 557.4	89.7	67 647.1	175	—	175
28D. Office of Central Support Services	245 408.8	137.2	245 546.0	452	—	452
28E.Administration, Geneva	107 192.8	78.9	107 271.7	301	—	301
35. Staff assessment	436 347.5	305.5	436 653.0	—	—	—
Total	**1 555 981.8**	**1 867.7**	**1 557 849.5**	**3 043**	**11**	**3 054**

Table 5
Requirements by object of expenditure for 2006-2007

	Resources (thousands of United States dollars)			*Posts*		
		as at 1 July 2007			*as at 1 July 2007*	
	2006-2007 revised appropriation	*Changes in the present report*	*Total*	*2006-2007 revised appropriation*	*Change in the present report*	*Total*
Posts	697 914.3	634.3	698 548.6	3 043	11	3 054
Other staff costs	78 515.1	765.7	79 280.8	—	—	—
Non-staff compensation	402.2	—	402.2	—	—	—
Consultants and experts	4 473.0	—	4 473.0	—	—	—
Travel of representatives	7 679.0	—	7 679.0	—	—	—
Travel of staff	5 431.0	—	5 431.0	—	—	—
Contractual services	74 794.0	—	74 794.0	—	—	—
General operating expenses	156 671.6	124.4	156 796.0	—	—	—
Hospitality	513.0	—	513.0	—	—	—
Supplies and materials	16 597.7	1.1	16 598.8	—	—	—
Furniture and equipment	18 730.0	36.7	18 766.7	—	—	—
Grants and contributions	57 913.4	—	57 913.4	—	—	—
Other	436 347.5	305.5	436 653.0	—	—	—
Total	**1 555 981.8**	**1 867.7**	**1 557 849.5**	**3 043**	**11**	**3 054**

Table 6
Requirements by section for 2008-2009

	Resources (thousands of United States dollars)					
Section	*2006-2007 revised appropriation*	*2008-2009 growth (A/62/6)*	*Change in the present report*	*Total before recosting*	*Recosting*	*2008-09 estimate*
1. Overall policymaking, direction and coordination	77 003.7	(4 386.8)	3 663.6	76 280.5	5 053.5	81 334.0
2. General Assembly and Economic and Social Council affairs and conference management	602 512.5	(12 453.5)	884.1	590 943.1	30 820.9	621 764.0
28A. Office of the Under-Secretary-General for Management	19 959.1	(6 876.5)	366.9	13 449.5	771.2	14 220.7
28C. Office of Human Resources Management	67 557.4	4 134.8	253.0	71 945.2	4 634.0	76 579.2
28D. Office of Central Support Services	245 408.8	2 061.7	689.1	248 159.6	17 185.3	265 344.9
28E. Administration, Geneva	107 192.8	186.1	143.9	107 522.8	3 482.8	111 005.6
35. Staff assessment	436 347.5	6 438.3	784.0	443 569.8	19 070.9	462 640.7
Total	**1 555 981.8**	**(10 895.9)**	**6 784.6**	**1 551 870.5**	**81 018.6**	**1 632 889.1**

Table 7
Requirements by object of expenditure for 2008-2009

Object of expenditure	*2006-2007 revised appropriation*	*2008-2009 growth (A/62/6)*	*Change in the present report*	*Total before recosting*	*Recosting*	*2008-09 estimate*
Posts	697 914.3	6 482.4	1 694.1	706 090.8	36 685.2	742 776.0
Other staff costs	78 515.1	(14 674.2)	2 759.7	66 600.6	3 484.5	70 085.1
Non-staff compensation	402.2	—	202.5	604.7	89.0	693.7
Consultants and experts	4 473.0	(3 736.9)	—	736.1	47.7	783.8
Travel of representatives	7 679.0	(219.2)	99.0	7 558.8	966.3	8 525.1
Travel of staff	5 431.0	(47.1)	—	5 383.9	350.2	5 734.1
Contractual services	74 794.0	3 167.3	40.0	78 001.3	5 191.5	83 192.8
General operating expenses	156 671.6	3 536.8	994.8	161 203.2	10 808.1	172 011.3
Hospitality	513.0	(2.0)	—	511.0	32.5	543.5
Supplies and materials	16 597.7	(2 553.9)	22.6	14 066.4	782.6	14 849.0
Furniture and equipment	18 730.0	(5 894.6)	187.9	13 023.3	768.2	13 791.5
Grants and contributions	57 913.4	(3 392.8)	—	54 520.6	2 741.9	57 262.5
Other	436 347.5	6 438.3	784.0	443 569.8	19 070.9	462 640.7
Total	**1 555 981.8**	**(10 895.9)**	**6 784.6**	**1 555 870.5**	**81 018.6**	**1 632 889.1**

Table 8

Summary of expenditures by component and biennium

(Thousands of United States dollars)

	Section 1		*Section 2*		*Section 28A*		*Section 28C*		*Section 28D*		*Section 28E*		*Section 35*		*Total*	
	2006-2007	*2008-2009*	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*
Backlog clearance		1 016.7	425.7	884.1	196.4	366.9	89.7	253.0	137.2	689.1	78.9	143.9			927.9	3 353.7
Ombudsman's office																
Regional Ombudsmen	223.8	1 278.0													223.8	1 278.0
Mediation Division	410.5	900.0													410.5	900.0
Preparatory work		468.9														468.9
Staff assessment													305.5	784.0	305.5	784.0
Total	**634.3**	**3 663.6**	**425.7**	**884.1**	**196.4**	**366.9**	**89.7**	**253.0**	**137.2**	**689.1**	**78.9**	**143.9**	**305.5**	**784.0**	**1 867.7**	**6 784.6**

VIII. Conclusions and recommendations

54. **The overall resource requirements under the regular budget arising from the implementation of the proposals contained in the present report on revised estimates to implement the provisions of paragraphs 13, 16 and 29-31 of General Assembly resolution 61/261 are estimated at $1,867,700 and $6,784,600 for the bienniums 2006-2007 and 2008-2009, respectively.**

55. **Based on the foregoing, the General Assembly is requested to:**

(a) **Approve the establishment, effective 1 July 2007, of two D-1, one P-5 and three General Service (Other level) posts for the Office of the Ombudsman for Geneva, Nairobi and Vienna and one D-1, two P-5 and two General Service (Other level) posts for the Mediation Division in the Office of the Ombudsman;**

(b) **Authorize the Secretary-General to enter into commitments up to $1,867,700, comprising $634,400 under section 1, Overall policymaking, direction and coordination, $425,700 under section 2, General Assembly and Economic and Social Council affairs and conference management, $196,400 under section 28A, Office of the Under-Secretary-General for Management, $89,700 under section 28C, Office of Human Resources Management, $137,200 under section 28D, Office of Central Support Services, $78,900 under section 28E, Administration Geneva, and $305,500 under section 35, Staff assessment, to be offset by an equivalent amount under income section 1, Income from staff assessment, of the programme budget for the biennium 2006-2007;**

(c) **Request the Secretary-General to report on the actual expenditure in the context of the second performance report for the biennium 2006-2007;**

(d) **Note that the relevant resources for the continuation of the proposals for the biennium 2008-2009, estimated at $6,784,600, comprising $3,663,600 under section 1, Overall policymaking, direction and coordination, $884,100 under section 2, General Assembly and Economic and Social Council affairs and conference management, $366,900 under section 28A, Office of the Under-Secretary-General for Management, $253,000 under section 28C, Office of Human Resources Management, $689,100 under section 28D, Office of Central Support Services, $143,900 under section 28E, Administration Geneva, and $784,000 under section 35, Staff assessment, to be offset by an equivalent amount under income section 1, Income from staff assessment, would be incorporated in the initial appropriation at the time of the adoption of the programme budget for the biennium 2008-2009 in December 2007.**